

OCCUPATIONAL OUTLOOK: 2023 - 2028

Occupational Outlook for the EWIB Region

NOC - Occupation	2023 Employment	2028 Employment	Change	% Change
0 - Legislative and senior management occupations	408	426	17	4.3%
1 - Business, finance and administration occupations	20,379	21,376	997	4.9%
2 - Natural and applied sciences and related occupations	9,828	10,491	663	6.7%
3 - Health occupations	13,947	15,587	1,640	11.8%
4 - Occupations in education, law and social, community and government services	21,035	22,210	1,175	5.6%
5 - Occupations in art, culture, recreation and sport	2,240	2,364	123	5.5%
6 - Sales and service occupations	34,266	35,902	1,636	4.8%
7 - Trades, transport and equipment operators and related occupations	19,494	21,244	1,749	9.0%
8 - Natural resources, agriculture and related production occupations	1,936	2,154	218	11.2%
9 - Occupations in manufacturing and utilities	5,677	5,948	271	4.8%
X - Unclassified Jobs	2,420	2,580	160	6.6%
Total Jobs by Occupation	131,631	140,282	8,651	6.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Growth is expected in all occupations throughout the EWIB Region from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment in 2028 are:

- Sales and service occupations (35,902),
- Occupations in education, law and social, community and government services (22,210) and,
- Business, finance and administration occupations (21,376).

Scan here for more information about the LLMP Reports.



Scan here for the LMI Help Desk - to ask your LMI questions



INDUSTRY OUTLOOK: 2023 - 2028

Industry Outlook - EWIB Region

NAICS - Sector	2023 Employment	2028 Employment	Change	% Change
11 - Agriculture, forestry, fishing and hunting	1,025	1,066	41	4.0%
21 - Mining, quarrying, and oil and gas extraction	43	31	(12)	-28.3%
22 - Utilities	678	691	13	1.9%
23 - Construction	7,238	7,405	167	2.3%
31-33 - Manufacturing	9,680	10,396	716	7.4%
41 - Wholesale trade	3,914	4,016	101	2.6%
44-45 - Retail trade	15,045	15,206	161	1.1%
48-49 - Transportation and warehousing	4,509	5,166	657	14.6%
51 - Information and cultural industries	1,218	1,118	(100)	-8.2%
52 - Finance and insurance	2,872	3,010	139	4.8%
53 - Real estate and rental and leasing	2,169	2,339	169	7.8%
54 - Professional, scientific and technical services	5,592	6,080	487	8.7%
55 - Management of companies and enterprises	190	212	23	12.0%
56 - Administrative and support, waste management and remediation services	6,026	6,813	787	13.1%
61 - Educational services	15,797	16,776	979	6.2%
62 - Health care and social assistance	21,405	23,706	2,301	10.8%
71 - Arts, entertainment and recreation	1,932	1,970	39	2.0%
72 - Accommodation and food services	11,846	13,135	1,289	10.9%
81 - Other services (except public administration)	3,594	3,713	119	3.3%
91 - Public administration	14,429	14,841	412	2.9%
X0 - Unclassified Jobs	2,420	2,580	160	6.6%
Total Industry Jobs	131,622	140,271	8,649	6.6%

Source: Lightcast Q3, 2023 (Industries with employees)
Totals may not add due to rounding.

Employment growth is expected in all industries in the EWIB region except Information and cultural industries and mining, quarrying, and oil and gas extraction.

The three (3) industry sectors with the highest projected employment in 2028 are:

- Health care and social assistance (23,706),
- Educational services (16,776), and
- Retail trade (15,206)

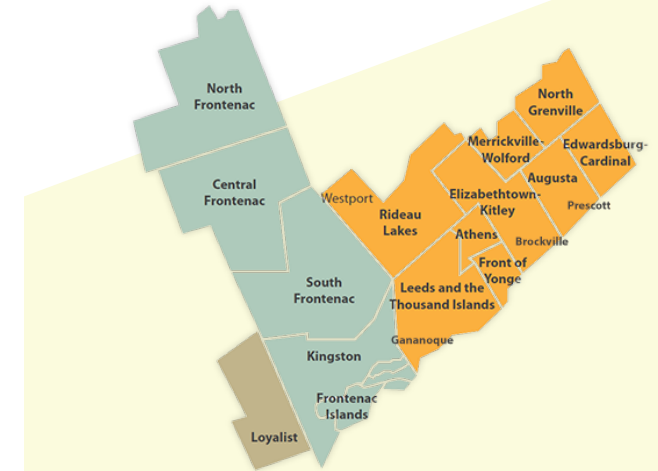


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Local Labour Market Plan (LLMP)

Highlights
2023-24
April 2024



Area: 7512.67 sq. km
Population: 283,790
Men: 49.0% | Women: 51.0%

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.



POPULATION AND INCOME INFORMATION

POPULATION FACTS

In 2021, the population of the EWIB Region was 283,790 compared to 267,992 in 2016. This is an increase of 15,800 (5.9%) in population since the 2016 Census. This is a greater population increase compared to Ontario and Canada at 5.5% and 5.2% respectively.

Median Age of Population

Region	Median Age 2016	Median Age 2021	Change
Leeds Grenville	49.3	50.8	1.5
Frontenac	43.6	43.2	-0.4
Loyalist	44.8	45.2	0.4
Ontario	41.3	41.6	0.3
Canada	41.2	41.6	0.4

Source: Statistics Canada Census Population Data, 2016, 2021

This data indicates that the EWIB Region has an older workforce and population than Ontario and Canada. It also shows that the EWIB Region experienced a positive growth in population.

INCOME

Median Total Annual Income by Gender (2020)

Median Income	2020			Change (Women vs Men)	% Change (Women vs Men)
	Total	Men	Women		
Loyalist Township	\$46,400	\$51,600	\$41,600	-10,000	-19.4%
Frontenac	\$42,000	\$46,400	\$38,800	-7,600	-16.4%
Leeds and Grenville	\$41,600	\$46,800	\$37,600	-9,200	-19.7%
Ontario	\$41,200	\$46,000	\$37,200	-8,800	-19.1%

Source: Statistics Canada - 2021 Census - Median Total Income by Recipients 2020

There continues to be a significant disparity in median incomes between genders with male incomes being much higher.

The EWIB region has a higher median total income than Ontario. Men in both the EWIB Region and Ontario have significantly higher incomes than women. The EWIB Region reports higher incomes for both men and women compared to Ontario.

KEY TRENDS AND CHALLENGES

The common labour market challenges have been consolidated and summarized into the following five (5) categories below. Many of these challenges are similar to those in previous years.

1. Workforce
2. Education/Training
3. Social
4. Economy
5. Infrastructure

1. Workforce

- Labour shortages have been identified across many industry sectors
- Difficulty in retaining staff - due to increased job opportunities and diminished labour supply
- Continued concerns about work ethics of workers - lack of motivation, increased absenteeism, lack of dedication and loyalty
- Coping with an aging workforce, along with difficulty finding young workers with the necessary skills and/or experience
- Difficulties attracting and retaining talent in rural areas
- Backlog of immigrant approvals and slow credential recognition of newcomers
- Employers need to appreciate work-life balances of employees

2. Education/Training

- Continue to increase skills trades learning in high schools
- Literacy and Basic Skills - continued need for these skills especially in communication
- Need for digital literacy of workers
- New hires lack soft/employability skills including: customer service, communications, conflict resolution and time management
- Ensuring post-secondary programming matches local labour market requirements
- Need for short-term retraining/re-skilling and pre-employment
- Provide on-the-job training incentives for employers

3. Social

- Continued addiction and mental health issues are barriers to employment or negatively impacting productivity
- Poverty - living in poverty resulting in poor health, lack of access to employment and resources
- Impact of isolation and abusive behavior in homes

4. Economy

- Concern over the uncertainties of the economy
- Inflation rates - despite coming down have already resulted in higher prices of goods for consumers
- High interest rates significantly limiting big ticket item expenditures but also creating financial hardships for those needing to renew their mortgages
- Continued high and fluctuating gas prices
- Concern of impact in Canada pertaining to declining global economies and other factors

5. Infrastructure

- Lack of available and affordable housing for local residents and adequate housing to attract and retain migrants to the area. Although housing prices are leveling off, increased interest rates are a deterrent in making new purchases and there is still the availability issue.
- Shortage of available and affordable child care to support workers and encourage workers (usually women) to re-join the workforce. Ontario has signed the National Child Care Program agreement but some agencies are not entering into agreements due to the paper work involved and the large demand for existing spaces and clients willing to pay the going rates.
- Although improving, there is still the lack of access to technology and broadband connectivity, especially in rural areas.
- Lack of transportation (access to a vehicle, license or public transportation), especially in rural areas, or where work sites are located away from public transportation routes. Public transportation is not always convenient in meeting the scheduling needs of workers.

THE UPSIDE

The table below highlights some positive trends.

